

Cont # 1828

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AGREEMENT

BETWEEN

MAURICE M. PINE FREE PUBLIC LIBRARY  
FAIR LAWN, NEW JERSEY

AND THE

FAIR LAWN LIBRARY EMPLOYEES GROUP

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JANUARY 1, 1993 THROUGH DECEMBER 31, 1994

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Negotiations having been undertaken between the Fair Lawn Library Board of Trustees and the Fair Lawn Library Employees Group and

The matters under negotiations having been accepted by both parties to these negotiations, the undersigned representatives of the parties to this document stipulate that agreement on the terms and conditions of employment have been reached and are hereto made a part of this Agreement:

It is hereby agreed that for the calendar years of 1993 and 1994:

1. All existing benefits and working conditions as outlined in the Staff Manual (except as modified herein), as well as State Civil Service rules - local services regulations shall be part of this contract. All prior contractual arrangements not codified into the Staff Manual shall remain in effect unless changed herein.

2. The term of this contract shall be for two (2) years.

3. In 1993, the salary of each job title represented by F.L.L.E.G. shall be increased by 3.25% on the base level and the salary for each job title shall be increased by 3.25% on each subsequent step of the salary guide. (See Schedule A attached hereto and made a part hereof).

4. In 1994, the salary of each job title represented by F.L.L.E.G. shall be increased by 4% on the base level and the salary for each job title shall be increased by 4% on each subsequent step of the salary guide. (See Schedule A attached hereto and made a part hereof).

5. The Library will continue to pay the full cost of all medical, dental and prescription benefits for all eligible employees during the term of the contract period.
6. All permanent full-time employees covered by this contract shall be entitled to receive up to \$200.00 during the term of this contract for any eye examination and other eye care to include glasses, contact lenses and follow-up visits.
7. The Board of Trustees and F.L.L.E.G. agree to enter into collective negotiations for a successor contract no later than September 15 of the year in which the contract expires. Negotiation meetings will be held on alternate weeks until agreement is reached or unless changed by mutual agreement.
8. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed only by both parties.
9. A photocopy of this contract will be given to each staff member and duplicated at library expense.
10. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
11. This Agreement is retroactive to January 1, 1993, except where stated otherwise.

IN WITNESS WHEREOF, the parties hereto have set their hands  
and seals this 11th day of March, 1993.

FOR THE BOARD OF TRUSTEES,

*Bill C. McGlin*  
President

FOR THE FAIR LAWN LIBRARY  
EMPLOYEES GROUP,

*Robert Rednick*  
President

*Dorothea Bujara*

DOROTHEA BUJARA  
NOTARY PUBLIC OF NEW JERSEY  
MY COMMISSION EXPIRES AUG. 31, 1997



# SCHEDULE A

TITLE	1992	1993 @ 3.25%	1994 @ 4.00%
Principal	33,212-44,762	34,291-46,217	35,663-48,066
Librarian	Inc. 2,310	Inc. 2,385	Inc. 2,481
TP/Sco	B 33,212	B 34,291	B 35,663
	1 35,522	1 36,676	1 38,144
	2 37,832	2 39,061	2 40,625
	3 40,142	3 41,446	3 43,106
	4 42,452	4 43,831	4 45,587
	5 44,762	5 46,217	5 48,066
Fezell	44,762	46,217	48,066

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Principal	33,212-41,104	34,291-42,441	35,663-44,139
Librarian	Inc. 1,578	Inc. 1,630	Inc. 1,695
	B 33,212	B 34,291	B 35,663
	1 34,790	1 35,921	1 37,358
	2 36,368	2 37,551	2 39,053
	3 37,946	3 39,181	3 40,748
	4 39,524	4 40,811	4 42,443
	5 41,104	5 42,441	5 44,139
Zimmer	41,104	42,441	44,139
Schoenberg	41,104	42,441	44,139

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Senior	29,692-37,197	30,657-38,407	31,883-39,943
Librarian	Inc. 1,501	Inc. 1,550	Inc. 1,612
	B 29,692	B 30,657	B 31,883
	1 31,193	1 32,507	1 33,495
	2 32,694	2 33,757	2 35,107
	3 34,195	3 35,307	3 36,719
	4 35,696	4 36,857	4 38,331
	5 37,197	5 38,407	5 39,943
Nedswick	37,197	38,407	39,943
Whitehead	37,197	38,407	39,943

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Junior	25,997-33,134	26,842-34,212	27,916-35,580
Librarian	Inc. 1,427	Inc. 1,474	Inc. 1,533
	B 25,997	B 26,842	B 27,916
	1 27,424	1 28,316	1 29,449
	2 28,851	2 29,790	2 30,982
	3 30,278	3 31,264	3 32,515
	4 31,705	4 32,738	4 34,048
	5 33,134	5 34,212	5 35,580

Vacancy

TITLE	1992	1993 @ 3.25%	1994 @ 4.00%
Supervising	24,330-34,024	25,121-35,136	26,126-36,541
Library	Inc. 970	Inc. 1,002	Inc. 1,042
Assistant	B 24,330	B 25,121	B 26,126
	1 25,350	1 26,123	1 27,168
	2 26,270	2 27,125	2 28,210
	3 27,240	3 28,127	3 29,252
	4 28,210	4 29,129	4 30,294
	5 29,180	5 30,131	5 31,336
	6 30,150	6 31,133	6 32,378
	7 31,120	7 32,135	7 33,420
	8 32,090	8 33,137	8 34,462
	9 33,060	9 34,139	9 35,504
	10 34,030	10 35,136	10 36,541
Parcells	34,030	35,136	36,541
Holzbaur	34,030	35,136	36,541
Thurlo	31,120	33,137	35,504

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Senior	20,393-31,213	21,056-32,227	21,898-33,516
Library	Inc. 1,082	Inc. 1,117	Inc. 1,162
Assistant	B 20,393	B 21,056	B 21,898
	1 21,475	1 22,173	1 23,060
	2 22,557	2 23,290	2 24,222
	3 23,639	3 24,407	3 25,384
	4 24,721	4 25,524	4 26,546
	5 25,803	5 26,641	5 27,708
	6 26,885	6 27,758	6 28,870
	7 27,967	7 28,875	7 30,032
	8 29,049	8 29,992	8 31,194
	9 30,131	9 31,109	9 32,356
	10 31,213	10 32,227	10 33,516
Wilson	31,213	32,227	33,516
Parker	31,213	32,227	33,516
Brice	29,049	31,109	33,516
Westergaard	21,475	23,290	25,384

TITLE	1992	1993 @ 3.25%	1994 @ 4.00%
Supervising	28,494-37,463	29,420-38,681	30,597-40,228
Maintenance	Inc. 1,793	Inc. 1,852	Inc. 1,926
Repairman	B 28,494	B 29,420	B 30,597
	1 30,287	1 31,272	1 32,523
	2 32,080	2 33,124	2 34,449
	3 33,873	3 34,976	3 36,375
	4 35,666	4 36,828	4 38,301
	5 37,463	5 38,681	5 40,228
Simcic			38,301

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Building	21,457-29,248		
Maintenance	Inc. 1,558		Inc. 1,673
Worker	B 21,457	B 22,154	B 23,040
	1 23,015	1 23,763	1 24,713
	2 24,473	2 25,372	2 26,386
	3 26,132	3 26,981	3 28,059
	4 27,690	4 28,590	4 29,732
	5 29,248	5 30,199	5 31,407
Ali		12.17 (B)	13.57 (1)

# HOURLY RATES FOR JUNIOR LIBRARY ASSISTANTS

TITLE	1992	1993 @ 3.25%	1994 @ 4.00%
Junior	10.01-14.90	10.34-15.38	10.75-16.00
Library	Inc. .49	Inc. .50	Inc. .53
Assistant	B 10.01	B 10.34	B 10.75
	1 10.50	1 10.84	1 11.28
	2 10.99	2 11.34	2 11.81
	3 11.48	3 11.84	3 12.34
	4 11.97	4 12.34	4 12.87
	5 12.46	5 12.84	5 13.40
	6 12.95	6 13.34	6 13.93
	7 13.43	7 13.84	7 14.46
	8 13.92	8 14.34	8 14.99
	9 14.41	9 14.84	9 15.52
	10 14.90	10 15.38	10 16.00
Kleinberg	10.99	11.84	12.87
Mulry	10.50	11.34	12.34
Begue	10.50	11.34	12.34
Wilczynski	10.01	10.84	11.81



Employee	1992	3½% inc. 1993	Longevity	Total
Fezell	44,762	46,217	3,697 (8)	49,914
Schoenberg	41,104	42,441	3,820 (9)	46,261
Zimmer	41,104	42,441	4,244 (10)	46,685
Nedswick	37,197	38,407	1,536 (4)	39,943
Whitehead	37,197	38,407	3,841 (10)	42,248
Parcells	34,030	35,136	2,811 (8)	37,947
Holzbaur	34,030	35,136	3,514 (10)	38,650
Thurlow	31,120	33,137	2,982 (9)	36,119
Parker	31,213	32,227	2,578 (8)	34,805
Wilson	31,213	32,227	3,223 (10)	35,450
Brice	29,049	31,109	2,178 (7)	33,287
Westergaard	21,475	23,290		23,290
Simcic		34,976		34,976
Ali		12,024		12,024
Kleinberg	10,287	11,082		11,082
Mulry	9,828	10,614		10,614
Begue	9,828	10,614		10,614
Wilczynski		10,146		10,146

Employee	1993	4% inc. 1994	Longevity	Total
Fezell	46,217	48,066	3,845 (8)	51,911
Schoenberg	42,441	44,139	4,414 (10)	48,553)
Zimmer	42,441	44,139	4,414 (10)	48,553
Nedswick	38,407	39,943	1,997 (5)	41,940
Whitehead	38,407	39,943	3,994 (10)	43,937
Parcells	35,136	36,541	2,923 (8)	39,464
Holzbaur	35,136	36,541	3,654 (10)	40,195
Thurlow	33,137	35,504	3,195 (9)	38,699
Parker	32,227	33,516	2,681 (8)	36,197
Wilson	32,227	33,516	3,352 (10)	36,868
Brice	31,109	33,516	2,681 (8)	36,197
Westergaard	23,290	25,384	254 (1)	25,638
Simcic	34,976	38,301		38,301
Ali	11,925	13,407		13,407
Kleinberg	10,287	12,046		12,046
Mulry	10,614	11,550		11,550
Begue	10,614	11,550		11,550
Wilczynski	10,614	11,054		11,054